

Memorandum of Agreement

April 10, 2019

The negotiations committees of the Jersey City Board of Education and the Jersey City Education Association agree to the terms of this Memorandum of Agreement, as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification.
- All parties agree to recommend these terms and conditions to their respective constituents for ratification and to vote for same.
- Any items or proposals not addressed in this Memorandum of Agreement are deemed withdrawn. All other language in the contract that expires on June 30, 2019 not in conflict with this Memorandum of Agreement, shall continue in the new contract and will remain status quo.

Contract Duration: July 1, 2019 through June 30, 2023. All relevant sections of the contract will be amended to comport with these dates.

Article 25: Health Insurance

Effective July 1, 2019, all price points on medical will increase by \$5 and all price points on prescription will increase by \$5.

Replace the third and fourth paragraph of this provision beginning with "Beginning July 1, 2018, employees who are enrolled... ." with:

Effective July 1, 2019, all eligible association members will contribute towards health insurance according to the following chart, in replacement of P.L. 2011, Chapter 78:

Single: 3% of salary
Parent/Child(ren): 4% of salary
Two adults: 4% of salary
Family: 5% of salary

Salary Increases (Teachers, Psychologists, Attendance Counselors and Teacher Assistants):

- Effective 7/1/19: All members will remain on their 2018-19 salary guide step. However, if a member receives an advanced degree/credits, they will move laterally on the guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.
- Effective 7/1/20: All members will move one step on the salary guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

- Effective 7/1/21: All members will move one step on the salary guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.
- Effective 7/1/22: All members will move one step on the salary guide. Any members who become eligible for longevity shall be paid the prevailing rate. Longevity payments shall continue for those currently eligible.

Article 14: Teacher Meetings

Revise provision 14-3:

~~Additional faculty~~ **No more than two (2) meetings may be scheduled during the 8:05AM until 8:25AM period on any school day Tuesday, Wednesday or Thursday as needed. Meetings will not be scheduled on Monday or Friday. In addition, no faculty meetings will be scheduled on Friday afternoons.**

Extra Compensation:

Effective July 2019, the following extra compensation positions will be reduced by 25%:

Summer School and After school teaching

Accredited Evening High School Teaching

Book and curriculum evaluation positions

Special Project Positions

Schedule E

Article 19 – 5.3 Compensation for working an entire lunch period shall be \$40. (New rate effective 7/1/19 is \$30.)

The following are excluded:

Schedule H: Longevity

Schedule K: Tuition Reimbursement

Schedule L: Continuing Education Reimbursement

19-1.1 (entire provision): Class Coverage Rate (fifths) \$28

Disclaimer One: Athletic Coaches shall salary remain on the present schedule and are not subject to reduction.

Disclaimer Two: Any additional compensation that is pensionable is not subject to reduction.

All previous agreements are attached as Appendix B as listed below:

- a. JCEA Proposal #1 – signed 2/21/19
- b. JCEA Proposal #2 – signed 2/21/19
- c. JCEA Proposal #8 – signed 2/21/19
- d. JCEA Proposal #5 – signed 3/10/19
- e. School District Proposal: Article 42 – signed 3/10/19

**Jersey City Board of Education
Negotiations Committee**

**Jersey City Education Association
Negotiations Committee**

Date: _____

Date: _____

The JCBOE and JCEA, Contingent upon the District delivering all requested information, agree to drop all charges with the Public Employment Relations Commission.

**Memorandum of Agreement
Between
The Jersey City Board of Education
And**

The Administrators and Supervisors Association of Jersey City

The negotiating committees of the above named parties agree to the terms set forth in this Memorandum of Agreement.

- All parties agree to support and recommend these terms and conditions to their respective constituents. This MOA is subject to ratification by the Association members and approval by the District.
- All issues not previously agreed upon and not mentioned herein in the MOA are withdrawn. All other language in the expired agreement shall continue and remain *status quo*.

Contract Duration: The contract will begin September 1, 2019 and remain in effect until August 31, 2023.

Salary:

2019-2020 - Administrative Salary guide shall be frozen; Administrative Work Year shall be 206 days (Excluding Directors); District longevity stays in effect;

2020-2021 – All Administrators shall move one step on the salary guide; Administrative Work Year shall be 206 days (Excluding Directors); District longevity stays in effect;

2021-2022 – Administrative Salary guide shall be frozen; Administrative Work Year shall be 203 days; District longevity stays in effect; Administrative longevity takes effect and runs concurrently with District longevity;

2022-2023 - All Administrators shall move one step on the salary guide; Administrative Work Year shall be 203 days; District and Administrative longevities remain in effect.

Administrators shall be compensated at the rate of forty-five dollars (\$45.00) per hour for positions open to voluntary applications (which is a 25% reduction of the previous rate of \$60.00 per hour)

Health benefits:

All members existing coverage will remain in effect

Contributions to health care benefits shall be:

Family coverage: 5% of base salary

Member and spouse or child 4% of base salary

Member only 3% of base salary

Medical and prescription co-pays shall increase by \$5.00.

Article Proposals: Mutually agreed-upon proposals are attached to this MOA.

Article 23 Paragraph A

Article 23 Paragraph B

Article 25 Paragraph A

Article 25 Paragraph B

Article 25 Paragraph C

Article 25 Paragraph D

Article 27 Longevity

Article 31 Health Benefits Coverage percentages

Salary Guides: Mutually agreed-upon salary guides and longevities are attached to this MOA.

For the District

For the Association

ASAJC PROPOSALS

Salary Proposal

Current Language:

JCBOE Proposal:

2019- 2020 Administrative Salary Guide shall be frozen; Administrative Work Year shall be 206 days; District longevity stays in effect;

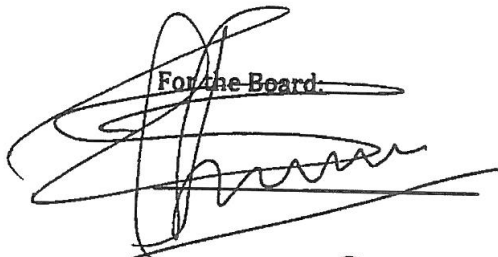
2020- 2021 Administrators shall move on the salary guide; Administrative Work Year shall be 206 days; District longevity stays in effect;

2021-2022 Administrative Salary Guide shall be frozen; Administrative Work Year shall be 203 days; District longevity stays in effect;

\$1500 Administrative longevity shall be implemented in the 2021-2022 Work Year for the completion of 15 years of administrative service. The Administrative longevity is concurrent with District longevity;

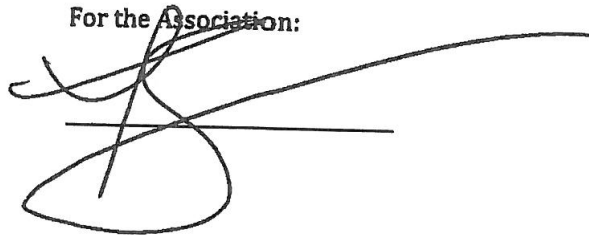
2022-2023 Administrators shall move on the salary guide; Administrative Work Year shall be 203 days; District and Administrative longevity remain in effect.

For the Board:



Susan Thomas
BOARD PRESIDENT

For the Association:



ASAJC PROPOSALS

Article 23 Other Absences

Current Language:

A. ABSENCE FOR DEATH IN FAMILY: In case of death of a parent, mother-in-law, father-in-law, brother, sister, husband, wife, child, step-child, domestic partner or relative who is a member of the immediate household of an administrator, the administrator shall be excused without loss of pay or accumulated leave for death related absences taken within seven (7) calendar days of the date of death.

ASAJC Proposal:

Insert: "grandfather, grandmother" after "death of a parent"

For the Board:



Sudhan Thomas
BOARD PRESIDENT

For the Association



ASAJC PROPOSALS

Article 23 Other Absences

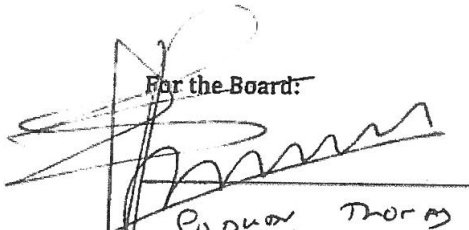
Current Language:

B: ABSENCE FOR DEATH OF RELATIVE: In the case of the death of a relative not included in the above section, an administrator shall be excused for the day of the funeral without loss of pay or accumulated leave. The definition of a relative in this section shall include the following: grandfather, grandmother, uncle by consanguinity (but not affinity), aunt by consanguinity (but not affinity), nephew, niece, cousin by consanguinity (first cousin only and not cousin's wife or husband), brother-in-law (direct), sister-in-law (direct), son-in-law, daughter-in-law, grandchild, stepfather and stepmother.

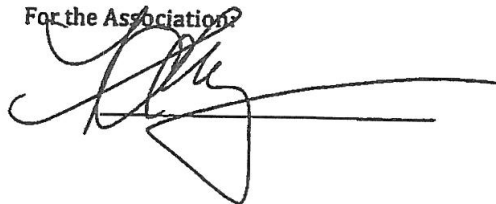
ASAJC Proposal:

Remove: "grandfather, grandmother"

For the Board:


SUSAN THOMAS
BOARD PRESIDENT

For the Association:



JCBOE Proposals

Article 25


Current Language:

B. The work year of all other positions represented by the Association shall be two hundred nine (209) days. Five (5) of these days shall be flexible. The flexible days shall be scheduled upon mutual agreement between the administrator and the immediate supervisor with approval by the Superintendent on or before April 1 of each year. The Superintendent, in his/her sole discretion, may allow an increase in the number of flexible days permitted for an administrator in a given work year.

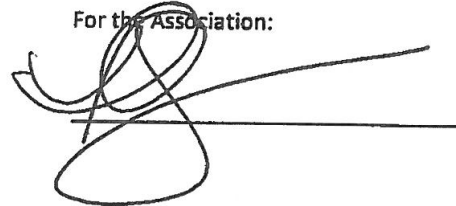
JCBOE Proposal:

B. The work year of all other positions represented by the Association shall be two hundred nine (209) days. Six (6) of these days shall be flexible. The flexible days or the equivalent flexible hours shall be scheduled upon mutual agreement between the administrator and the immediate supervisor. The immediate Supervisor, using his/her discretion, can approve an increase in the number of flexible days permitted for an administrator in a given work year. Flexible days must be exhausted before extra compensation is approved.

For the Board:


SUDHAN THOMAS
BOARD PRESIDENT

For the Association:



JCBOE Proposals

Article 25

Current Language:

C. Any days worked in excess of the administrator's regular work year shall be compensated on the basis of the daily rate of his/her yearly salary. This shall not apply, however, to services performed in programs wherein special rates are budgeted for positions open to voluntary applications. In such instances, the Administrator shall be compensated at the rate of sixty dollars (\$60.00) per hour.

The Superintendent shall have the right to require administrators to work days beyond regular work year when necessary and the administrator shall be compensated at the daily rate of his/her yearly salary; one week prior notice shall be required. Administrators may be required to work during the last two weeks of July or the first week of August for the extra days above the regular year.

JCBOE Proposal:

C. Any days worked in excess of the administrator's regular work year shall be compensated on the basis of the daily rate of his/her yearly salary. This shall not apply, however, to services performed in programs wherein special rates are budgeted for positions open to voluntary applications. In such instances, the Administrator shall be compensated at the rate of forty-five dollars (\$45.00) per hour.

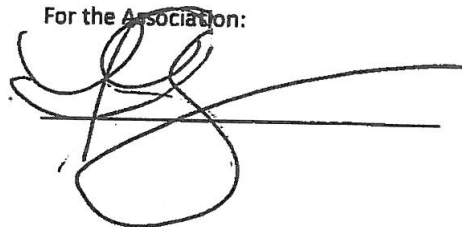
The Superintendent shall have the right to require administrators to work days beyond regular work year when necessary and the administrator shall be compensated at the daily rate of his/her yearly salary; one week prior notice shall be required. Administrators may be required to work during the last two weeks of July or the first week of August for the extra days above the regular year.

For the Board:



SUSAN THOMAS
BOARD PRESIDENT

For the Association:



JCBOE Proposals

Article 25

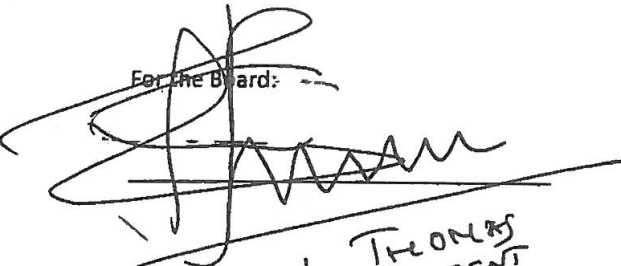
Current Language:

C. The Special Education Division shall provide the Superintendent of Schools a schedule for summer coverage for those periods after the mandated work year which would provide a listing of two Supervisors per week who would be available for such coverage. This summer schedule shall be provided to the Superintendent no later than April 1st of each year. Supervisors may submit a proposed schedule for consideration by the head of the Special Education Division. Such schedule shall be submitted to the head of Special Education Division no later than March 15th of each school year. The Superintendent shall notify the Supervisors not later than the end of the school year those weeks that the District would require only one of the two designated Supervisors. In those cases, where only one Supervisor was required for a particular week, the two individual Supervisors would then inform the Superintendent which individual would work the particular week.

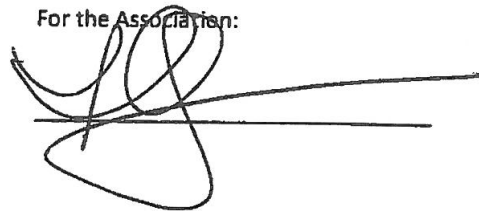
JCBOE Proposal:

C. The Special Education Division shall provide the Superintendent of Schools a schedule for summer coverage for those periods after the mandated work year which would provide a listing of one Supervisor per week who would be available for such coverage. This summer schedule shall be provided to the Superintendent no later than May 31st of each year. Supervisors may submit a proposed schedule for consideration by the head of the Special Education Division. Such schedule shall be submitted to the head of Special Education Division no later than May 15th of each school year.

For the Board:


SUDHAN
BOARD
THE ONLY
PRESIDENT

For the Association:



ASAJC PROPOSALS

Article 25
Work Year

Current Language:

D. All Directors and Supervisors will work an eight (8) hour and forty (40) minute day, from 8:00 A.M. to 4:40 P.M., inclusive of a forty (40) minute lunch, except for Supervisors assigned to a School Building who shall work the same hours as the Building Administrator assigned to the same building.

ASAJC Proposal:

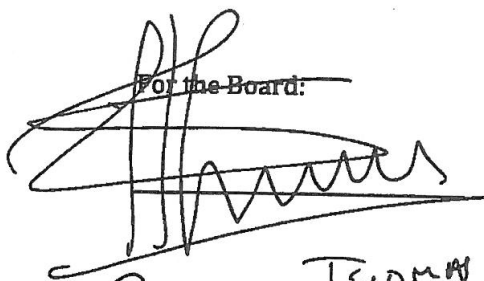
All Directors will work an eight (8) hour and forty (40) minute day, from 8:00 A.M. to 4:40 P.M., inclusive of a forty (40) minute lunch.

All Supervisors will work an eight (8) hour and twenty-five (25) minute day, from 7:45 A.M. to 4:10 P.M., inclusive of a thirty (30) minute lunch.

These hours may extend from 8:00 A.M. to 4:30 P.M. inclusive of a 30-minute lunch, no more than 5 times a month for a meeting with his/her immediate supervisor and/or the Superintendent's leadership team. These meetings will be held Monday through Thursday only.

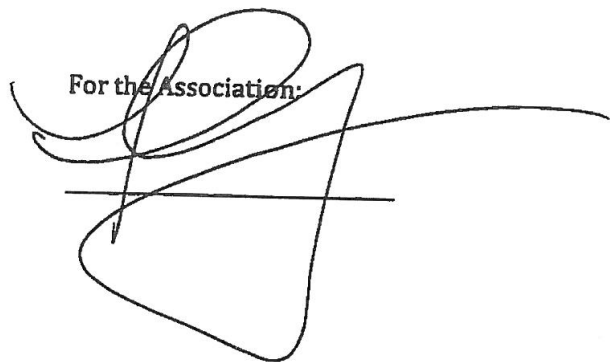
Supervisors assigned to cover a School Building who shall work the same hours as the Building Administrator assigned to the same building.

For the Board:



STEPHEN THOMAS
BOARD PRESIDENT

For the Association:



ASAJC PROPOSALS

Article 27 Longevity

Current Language:

Longevity shall be paid cumulatively as follows:

Upon completion of 16 years of service	\$1000.00
Upon completion of 20 years of service	\$1000.00
Upon completion of 25 years of service	\$1,600.00
Upon completion of 30 years of service	\$1,600.00
Upon completion of 35 years of service	\$2000.00

All ASA members receiving longevity as of August 31, 2010 for completion of 40 years of service and 45 years of service shall continue to receive longevity payments for those years of service until retirement.

ASAJC Proposal:

Add:

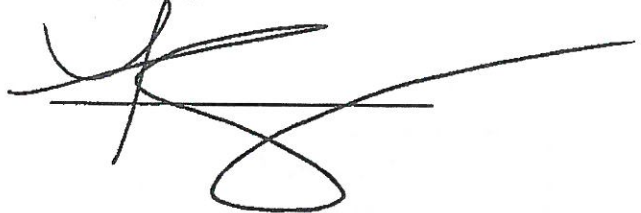
Effective 2021-2022, an administrative longevity shall be paid as follows:

Upon completion of 15 years of administrative service	\$1500.00
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The administrative longevity is concurrent with District longevity.

For the Board:

For the Association:




ASAJC PROPOSALS

Article 31
Health benefits



Current Language:

Employee Contributions: Employees shall contribute an amount established at Tier IV by P.L. 2011, Chapter 78 towards payment of premium. Should P.L. 2011, Chapter 78 be repealed or sunset during the terms of this Agreement, the Association agrees to meet with the Board and reopen negotiations on the issue of health benefits contributions. The contribution rate will remain at the point that it was when the law was repealed or sunsets until negotiations are finalized. The obligation of employees to contribute towards their medical insurance cost shall be effective upon their employment with the Board.

Sept 2019 - August 2023 

New: Delete above language, Add:

All existing coverage will remain in effect


~~Premiums will be:~~ Contributions shall be.  

Family coverage: 5% of salary

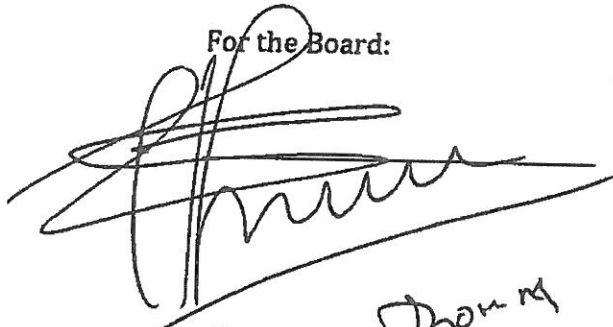
Member and spouse or child 4% of salary

Member only 3% of salary

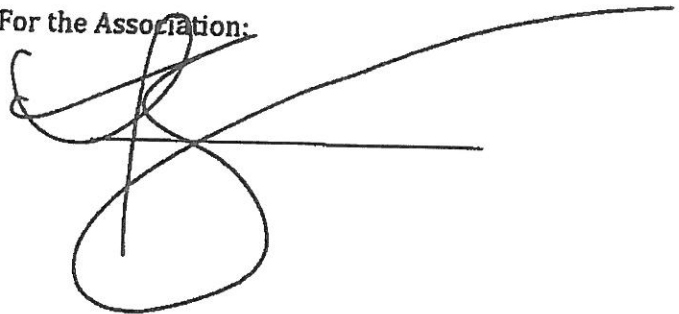
Co-pays will increase ~~from \$10 to \$15~~

Medical & prescription shall increase by \$5.00 

For the Board:


Sandra Thomas
Board President

For the Association:



to be revised/typed

Memorandum of Agreement

April 18, 2019

The negotiations committees of the Jersey City Board of Education and the Non certified administrators and supervisors association agree to the terms of this Memorandum of Agreement, as set forth below.

- The parties acknowledge that these terms and conditions are subject to ratification.
- All parties agree to recommend these terms and conditions to their respective constituents for ratification and to vote for same.
- Any items or proposals not addressed in this Memorandum of Agreement are deemed withdrawn. All other language in the contract that expires on June 30, 2019 not in conflict with this Memorandum of Agreement, shall continue in the new contract and will remain status quo.

Contract Duration: July 1, 2019 through June 30, 2023. All relevant sections of the contract will be amended to comport with these dates.

Article 25: Health Insurance

Effective July 1, 2019, all price points on medical will increase by \$5 and all price points on prescription will increase by \$5.

Effective July 1, 2019, all eligible association members will contribute towards health insurance according to the following chart, in replacement of P.L. 2011, Chapter 78:

Single: 3% of salary
Parent/Child(ren): 4% of salary
Two adults: 4% of salary
Family: 5% of salary

Salary Increases (Teachers, Psychologists, Attendance Counselors and Teacher Assistants):

- Effective 7/1/19: All members will remain on their 2018-19 salary guide step
- Effective 7/1/20: All members will gain a 1.5% increase in salary.
- Effective 7/1/21: All members will remain on their 2020-21 salary guide step
- Effective 7/1/22: All members will gain a 1.5% increase in salary

Extra Compensation:

Effective July 2019, the following extra compensation positions will be reduced by 25%:

Jersey City Board of Education

Date: _____

**Non Certified Administrators and
Supervisors Association**

Date: _____